

LOCAL 1-S NEWS

for department store workers

Vol. 3, NO. 6

264

NOVEMBER 1, 1951

BOARD APPROVES '52 WAGE, HOUR CONTRACT DEMANDS



President Sam Kovenetsky tells delegates of the urgent need for their cooperation. He is flanked by (from left to right): R. J. Thomas, Walter Harris, Michael Quill and on his other side, Morris Iushewitz.

City-Wide CIO Conference Steps Up Organizing Drive

More than five hundred delegates, representing the 500,000 members of CIO unions in New York City, pledged their full aid and cooperation to the organizing drive of the United Department Workers of America.

Following reports on the Department Store campaign by City CIO Council President Michael Quill, Department Store Union Chairman R. J. Thomas and President Sam Kovenetsky, the conference unanimously adopted a resolution which concluded by saying, "We will respond to any call for aid to the United Department Workers of America, CIO."

President Kovenetsky told the delegates that, "while department store workers nationwide are the lowest paid group, their management are among the top businesses when it comes to what is done, profits made and dividends paid."

Store Workers "Vital"

He urged the delegates to remember that while we rightfully demand the gains won by CIO in Steel, Rubber and the other industries, we must be mindful of the fact that the department store workers play a vital part in distribution of goods in this country and that this group must be fully organized to gain and retain their rightful place."

Declaring that the time had come to start this long-heralded drive, the Local 1-S President, who is also the Vice Chairman and Director of Organization of the department store union, said, "We are going out to sign up the thousands of workers of Abraham and Straus, of Gertz, of Bloomingdale in Queens. We are already active at Lord and Taylor, Arnold Constable, McCreery and other Fifth Avenue Stores."

Time Is Ripe

CIO leader Michael Quill said, "The time was never better than today for organizing. Today the employer is over the barrel, because labor is in short supply. We can put them on the spot by taking the offensive and moving boldly."

Elizabeth Hammond

Local 1-S Vice President Elizabeth Hammond brought to the delegates the story of the tens of thousands of women who work in department stores "not for mink coats, but for rent money, for food and for the other necessities of life."

"The women in the unorganized stores live in fear," she said. "They fear discharge, they fear illness, they fear insecurity."

"I beg you fellow delegates to go back to your membership and tell them the story of the department store organizing drive so

that we can drive fear from the hearts and minds of these workers by bringing to them the gains already secured by Local 1-S, CIO."

City Workers

A "statement of labor policy" was demanded from the city so that CIO and workers on the municipal payroll will know where we stand in our dealings with the local government. The demand was raised by Mr. Quill who called for the complete organization of all city employees "regardless of their union."

Mr. Quill also stated that, "the major political parties are taking labor for granted, but labor will soon be strong enough to form its own party to protect the needs and the interests of the people."

Other Business

The conference also heard an appeal for support from a spokesman of the Barber's Union on the eve of a scheduled strike.

CIO Regional Director Walter Harris keynoted the department store drive and was followed by Mr. R. J. Thomas. Both bitterly assailed District 65 for making "sweetheart deals" with the other stores that kept workers' wages "more than \$7 a week lower than those in Local 1-S. This is a millstone around our necks which we can not tolerate," they said.

Calls For 35-Hour Week And General Pay Increase

The Local 1-S Executive Board, at a special meeting held on October 16, approved by a unanimous vote a list of negotiations demands to be submitted to management in February 1952. The decision of the Board was subject to the ratification of the membership at its October 30 meeting.

Ouster Order Vote Forecast

The October 30th membership meeting date neared amid growing signs that Union members from all sections of the store were determined to use their vote to support the Executive Board suspension of Vincent Moscato.

Increasingly large numbers of Shop Stewards and members of the Executive body reported that members in their departments were demanding that the suspension order be made effective immediately. The Board had previously found Mr. Moscato guilty of having associated the name of Local 1-S with his Russian tour without authorization.

The ouster order would, if upheld by the membership, remove him from his position on the Executive Board and bar him from all other elective positions until February, 1953.

The list of proposals includes:

- 35-hour work week
- all rates to become fully automatic and all maximums to be reached in two years
- adjustments of inequalities based on existing problems—not based on a flat-sum allowance toward their adjustment
- inclusion of present Red Circle rates in the maximums
- 10% bonus payment to all Local 1-S members working on "hardship schedules"
- Double time pay for work on any legal holiday on which the store is open
- Overtime to be paid to straight commission, salary plus commission and salary plus bonus workers, based on their vacation rate of pay.
- General wage increase

(Continued on page 4)

Union Spotlight Forces DA To Eat Its Figures

With the spotlight turned on DA errors and dunning, one Union member reports that after six and a half months of hounding, the company has admitted that it was wrong and he was right.

The mistake apparently arose in the seriously under-staffed Authorization Section of the DA and was allowed to run its full course of coaxing and threatening because of Executive indifference to the complaints of employees who are DA card holders.

In this case, the Union member had submitted to the company a detailed list of his deposits and purchases. Management chose to ignore these offerings of proof and insisted that his account was overdrawn by more than \$35 and threatened legal action if he didn't pay up.

Eleven days after the Local 1-S NEWS carried its first story on the subject and invited reader com-

ment, the store admitted its error. The victim of these circumstances received a telephone call in his department from a DA executive and was told, without a word or tone of apology, that an error had been found and his account was being credited with \$38. In light of his previous unpleasant experiences he asked if that statement would be put in writing, as the threats had been. The answer was "No!"

Letters, phone calls and personal conversations have all indicated that many workers in the store do not like to have DA accounts because credit buying upsets family budgets. They have indicated that they would like a system that would simply provide an identification card which would entitle them to the regular employee discount.

The officers of Local 1-S would like to know how YOU feel about this problem. Write your letters to the Local 1-S NEWS.

BRANCH STORE NEWS

PARKCHESTER



George Steib

Arthur MacDonald went and did it! He got married on Saturday, October 20th. Best of luck and everything good to you, Arthur . . . And Edward Furlong is busily bragging about the new girl just added to his family . . . We were sorry to learn that Kay D'Ceila's father passed away . . . Sheila Philips was out ill and was very disappointed over the fact that the Welfare Board sent her neither card nor gift. This happened because there is no Shop Steward in Sheila's department. This points to two things. (1) Every department needs and should have a Steward and (2) if you don't have one and someone is out ill you should let Lil Branca know about it so that the Welfare Board can do its job! . . . We had a very successful divisional meeting on October 15th. The attendance was good and there was a lot of interest in the various activities the Union is engaged in. Three new Stewards were elected. They are: Edward Barshak in Men's Furnishings, Alfred Smith in Children's Accessories and Margaret Lyons, who was elected Assistant Shop Steward for P10 . . . There are many executives who don't know how to give intelligent answers to grievances, but that's all the more reason for us to learn how to really write them up and fight them through. Let's go!

JAMAICA



Pat Favino

The attendance at our October 17 Divisional meeting was good, but not good enough. We had 162 people present, but there are about 400 Union members in the store. It's up to each and every one of us to see that the people come out and participate in the life of the Union . . . We won a Job Review grievance as a result of which Angela Gresser got a \$2.10 merit raise. When we submit our grievances let's make sure that we give *all* of the facts. Problems are settled, not on the basis of opinion but on the hard, cold FACTS . . . To date there are only fifteen Better Job Questionnaires in the Union's file from Jamaica. It's hard to figure out what happened to the others, but if you have one, fill it out and turn it in. If you haven't got a form, you can get one from me, either in the store or at 162-17 89th Avenue on Monday and Fridays from 10 to 4. The same schedule holds for Credit Union business. The Better Job Questionnaires have proved to be of great value to the Union when it comes to submitting candidates for better jobs or challenging the company's choice of a candidate for promotion. The company has your previous experience in the files, but they very rarely use it. Help the Union help you, by filling it out TODAY!

WHITE PLAINS

The Divisional Meeting on Tuesday, October 16 was one we had really looked forward to . . . and it proved worth anticipating. The attendance was the best we have had so far—but it is still not all that it should be . . . What we want and would like to see is EVERYONE out and really taking an active part in the affairs of our Union . . . We are very happy to offer congratulations to Bill Woods on his new bride, the former Miss Gardner. They were married on October 14 at St. John Church . . . The boys in the nearby departments gave Bill a stag party the Friday before, and reports have it that everybody had a good time . . . Happy to see Joe Travers back and healthy again, but very sorry to report that Mrs. Abbot is out ill . . . Christmas will soon be upon us, so we ask that everyone remain alert to see that the new people who come in live by our contract. It's up to the Steward to do his or her job in meeting these people and to explain the facts of Union life to them . . . Happy to announce that Judd Hildebrand was elected as the Welfare Board representative. We are confident that he will do a very good job, but again, it's up to the Stewards to report all Welfare cases to Judd immediately. Stewards should have cards to fill out when a person is sick or hospitalized . . . Remember what we said about the Bonus schedule. Make sure you know your rights—if you have any doubts or any questions, be sure to ask our Steward for the facts—that's the best guarantee against trouble later.

FLATBUSH

Lil Kaplan (Kitchen Furniture) recovering from a minor operation . . . Mrs. McDade (Vault) now a mother-in-law . . . Reba Schwartz (Rugs) back on the job . . . Our sympathies to Florence Lynn of (Housewares) on the death of her father . . . Marty Grodin (Packer) out with virus pneumonia . . . Kay Avitto (PT Flyer) now Part Time in Shoes . . . "Teedy" McDermott (Juvenile Furn.) out on leave . . . Lil Moskowitz (Tables) still out ill . . . Going to the Toy Department as Section Heads for the X-mas operation are Mel Melnyk, Sylvia Talal, Peggy Weber, Mrs. Chuckas and yours truly . . . Handing in Shop Steward resignations are Ellie Schneider and Dolores Caserma. Two new Stewards are Oscar Babbs and Jack Williams . . . Paying close attention and really going at it are the Stewards who are attending the classes. Monday night sees some all-out and really lively and informative discussions . . . Sorry that Fred Pariser is out ill, and our best wishes for a speedy recovery . . . A farewell party for Margie Mazzadri is all set for Friday, November 2nd at the Colonial. Dinner at 6:30 and fireworks at 8. Everybody is welcome, but don't forget your gifts . . . Who's hinting? Not that the company is being nice to us, but the Union is doing a good job and things are under control . . . That's all.



Dave Markowitz

13th National CIO Convention Starts In New York Nov. 5; Guests Welcome

Program Awaited

Both Union members and employers usually anxiously await the Convention's declarations, since they serve as an accurate guide to what the future holds, whether it is another round of struggle for higher wages or the somewhat calmer bargaining approach to pensions etc.

Return of Local 1-S to CIO has resulted in a sharp upturn of activity, with recruiting campaigns under way on New York's Fifth Avenue as well as at department stores in Canada, New England, the mid-West and the South.

Powerful factions in the country that place their own self-interest ahead of the national welfare were hit.

"Through their manipulations they would inflict upon the American people unprecedented inflation," the call states.

Congress has been "impotent" under assaults of profit seekers, and an "unholy alliance" in Congress has actually lent itself to undermining the confidence of the American people in their own government, the call said.

"We realize that a real military defense program can be carried out only through the toil of working people," President Philip Murray and Secretary-Treasurer James B. Carey stated. "We have demonstrated over the years our willingness to accept our just share of the sacrifices that must be made to build such a defense, and to aid the peoples of other free lands in doing likewise."

"We insist that with equality of sacrifice our economy can be maintained side by side with an adequate defense program and an adequate standard of living for all our people."

First Since 1-S Return

The coming convention will be the first to be held since Local 1-S returned to the CIO fold and

Name Band For Feb. 2

The very thought of the February 2nd dance has started tapping feet and lots of humming among the eager members of Local 1-S.

When Activities Committee Chairman Tony Puca flashed word that none other than Maurice Scott would wield the baton at the Local's Park Avenue dance an appreciative cheer went up from all those present. Everyone had been saying, "We must have a good band with a good name if we want every Union member to buy at least two tickets." They were all agreed that the signing of the Scott band would appeal to the taste of every dancer, from the waltz king and queen to the livelier steppers.

Tickets, reasonably priced at \$1.50, tax included, are now being distributed to the Shop Stewards. All proceeds from the dance are for the benefit of the Local 1-S Welfare Fund, which is responsible for looking after the sick and needy of our Union.

**FREE
LEGAL AID CLINIC
Local 1-S Attorney
Robert Silagi
at the Union Office
Every Wednesday
5 to 7 PM**

since CIO created a United Department Store Workers organizing committee. Local 1-S represents the corner stone of all CIO department store organizing, which is led by President Sam Kovenetsky, who also serves CIO as Vice Chairman and Director of Organization of the new union.

It is expected that this convention, as the many before it, will be host to distinguished guests representing other sections of the labor movement and of government. Watch your daily newspaper for the names of these guests and the dates on which they will appear at the convention.

Union members who wish to attend convention sessions are free to do so. The Commodore Hotel is located at 42nd Street and Lexington Avenue.



Two years ago thousands of CIO public workers initiated the "sick call" technique of dealing with the city in the fight for higher pay and shorter hours.

AFL workers are now employing the same device in an effort to achieve the same end.

The above photo of a CIO demonstration was taken on October 13, 1949. The facts of the fight have not changed, but the need has grown. CIO has stepped up its campaign of organizing Municipal workers.

SURVEY SHOWS MID-WEST STORES READY FOR UNION

Just back from a ten day tour of the mid-West and South President Sam Kovenetsky reported that department store workers in such key areas as Cleveland and Akron, Ohio are eagerly awaiting the coming of a full-fledged CIO organizing drive.

The Local 1-S President made the trip to judge for himself the immediate potential in that area. He indicated that while there are some problems that remain to be ironed out, the spade work has been done and the workers are enthusiastic about the United Department Store Workers drive for members.

News of the organizing committee's activities in other sections of the country has reached the mid-west and they view the CIO union as the most promising organization yet to come into sight.

President Kovenetsky said, "I took this trip so that I could meet with department store workers and to learn at first-hand the conditions prevailing in that part of the country. I found that their

problems are, generally speaking, the same that unorganized workers face everywhere.

"My trip also gave me an opportunity to meet with leaders of other unions in that area and to discuss with them the extent of cooperation they will be able to give the organizing drive.

"In the main, the results of the trip were most satisfying, though there is still much preparatory work to be done."

Work on the organizing drive in New York was stepped up as a result of the city-wide conference of CIO Shop Stewards and board members.

The United Department Store Union carried its fight and its story to the people of the city via a television give-away quiz show on October 22. This show was consistent with the Union's policy of using all available means of communication to bring the facts of the organizing drive both to the department store workers and to the public at large.

LOCAL 1-S NEWS

Published Twice Monthly by

LOCAL 1-S, UNITED DEPARTMENT STORE WORKERS OF AMERICA, C. I. O.
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David Krakauer

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A New Record

IT IS ALWAYS NICE to know that the company you work for is prospering. At least you don't have to worry about whether the boss will be doing business at the same old stand next week or next year. You know, and he knows, that he's got hold of a good thing and is going to be around for a long time to come.

ALL OF WHICH BRINGS us to the company's report to its stockholders of the highest sales in the store's long and profitable history. \$350,841,569 is a lot of money! That is the value of the merchandise that was received, stocked, marked, billed, invoiced, moved to the floors, off the floors and over the counters. That is the tremendous value that was created by workers, all of whom in New York belong to our Local 1-S. That is the value that was created by people who work for wages and are anxiously awaiting February and the re-opening of the contract.

THE REPORT SHOWS THAT while sales increased by \$29,607,758 the company's profit dropped by \$251,242. This is accounted for by increased taxes. But corporation president Jack Straus told the stockholders that the sales increases were achieved under "extraordinary conditions," among which he listed rising retail prices and imposition of government price controls which restricted profits!

CLEARLY THE UNION IS on the right track when it calls for substantial improvements in the wages and hours of its members. It must be equally clear to every one of our 8500 members that unity around the wage and hour demands is the only assurance we have of success.

LET'S NOT TAKE OUR EYE off the ball. There are some who are inclined to sit back and take the attitude that the government's wage freeze policy may limit the size of our victory. We said long ago that we will extract all we can from management by negotiating—then, if the government attempts to curb our gains we will direct our full strength towards changing the position of the Wage Stabilization Board.

EXPERIENCED UNION MEMBERS know that victories have never been handed to them on a silver platter. They know that the company has kept careful watch on every meeting, every demonstration and every action to see if the membership was really behind the negotiating committee. We have to once again prove, beyond even a shadow of a doubt, that we are united—that we are determined—and that we will not take "no" for an answer!

IN THE TIME THAT REMAINS between now and negotiations we can best demonstrate our strength by the vigorous enforcement of the contract. We can help prevent the shambles of the holiday season by telling the Christmas temporaries of the contract's provisions against executives working. We can warn them against the hazards of handling more than one customer at a time. We can report and prosecute every grievance. This is our strength!

Minority Veto Power

Reprinted from the CIO News

CHANCES ARE THAT YOU haven't heard anything about the civil rights program for months.

THE REASON IS SIMPLE: there just hasn't been any action in Congress on bills to outlaw various practices of discrimination against minorities.

AND THE REASON FOR the lack of action is simple, too: it lies in the veto control exerted by a minority of Senators, who have the power to talk any bill to death. The heart of that veto power is the two-thirds rule, under which only 34 Senators can effectively prevent real consideration of any bill they dislike.

NOT FOR THE FIRST TIME, the CIO recently called for a revision of those rules, in order to free the Senate from the bondage of a minority and to restore the power of a majority to debate and vote on bills such as those involved in the civil rights program. Until the Senate can free itself of unlimited talkathons by the Southern Dixiecrats—or, for that matter, of any minority caucus—it will not function under true majority rule.

NO SYSTEM OF LOGIC can explain why the United States Senate cannot, by majority rule, democratically limit its own powers of debate.

THE FILIBUSTER HAS BEEN the last refuge of the forces of reaction and repression. The Senate should take steps to modernize those rules, which belong to the 18th, not the 20th, century.

LETTERS to the EDITOR

To the Editor:

I am in favor of the cash discount system for Macy's. Other stores have the cash discount system, so why can't Macy's be made to give it to us.

I overheard several girls say they had given up their DA cards, as they did not want them unless they could pay cash for their merchandise.

Hope this will come about very soon.

Respectfully yours,
Gladys Huchital, T-642

To the Editor:

I think it would be a much better idea if Macy would allow the same discount on purchases made by cash at the counter as they do on DA cards.

After all, many times you feel you would like to purchase something, but if you had to get a special card and have cash you certainly would think twice before you bought.

This would mean we employees would keep ourselves on a better budget and Macy would find out in the end that they get 99% of their business from the employees and might return the 1% cash discount to us which is what they give the customer.

Mrs. R. Kelly, 913-34

To the Editor:

After my stay in Mt. Sinai Hospital and Neustadter Home I am recuperating from a major operation.

Every step of the way my husband and I followed the Health Plan Consultant's advice and I cannot express our thanks to the Union for the help and guidance given us in a hard time.

I cannot find words to convey what your Dr. Nathan Mintz came to mean to us. Besides being one of the all-time great physicians, he is also a humanitarian.

I am ashamed to admit I was not a good patient. Dr. Mintz not only did a marvelous job as a doctor, he also showed wisdom and un-ending patience in his dealings with me. My husband and I want to express our gratitude for him to the Union Health Plan.

We would never have been able to afford a doctor of his rating otherwise. As long as there are physicians like him in the Union Health Plan our lives are in good hands and we can trust them completely.

Mr. Rothenberg and I are deeply grateful to all the officials of our Union for the aid you gave us when we needed it most.

Sincerely yours,
Pepi Rothenberg, 103 Dept.

Join The 1-S Credit Union

Membership in the Local 1-S Federal Credit Union is open to all members of the Local.

The Credit Union offers a safe, systematic and convenient savings plan. It also offers depositors a simple, inexpensive loan service with a bare minimum of fuss and bother.

Loan application forms are available on request at the Union office. To join or get more information about the Credit Union, be sure to come to the Union office.



'And then they abolished elections and our hero lived happily ever after.'

DENTAL EXAMINATION DATES SET; SIGN UP AT UNION NOVEMBER 5

In one of the most intensive assaults on the pain and high cost of neglect, Local 1-S is about to begin scheduling Union members and members of their family for a comprehensive dental survey and X-Ray examination.

The total number of people to be reached by the Union's campaign will be greater than 25,000. The survey is designed to fill an important part of the Local's preventive medicine program and will indicate dental problems in need of immediate care, or symptoms that will bear close watching.

More than thirty carefully screened dentists, of excellent qualification, are serving on the Union's panel. These dentists, located in the Herald Square area, throughout Manhattan, the Bronx, Queens, Brooklyn and Westchester, have all agreed to provide a full mouth X-Ray and a complete examination for only \$1 per person. Normal cost of such an extensive examination is no less than \$10.

Sign Up

Appointments will be made at the Union office starting Monday, November 5th from 11 a.m. to 7 p.m. and continuing through Friday, November 9th. At that time you will be able to select the dentist you wish to see and the time most convenient for you or members of your family. The fee of \$1 will be payable at the time you make the appointment.

Branch store members may make their appointments by calling the Union office. The fee must be paid to the Administrator, who will provide an appointment card which is to be presented to the dentist.

Schedule

Every one of the dentists in the group have agreed to set aside the following hours during the week of November 12-16 for members of Local 1-S and their dependents.

Mon. 9-10, 1-2, 5-7
Tues. 10-11, 2-3, 6-7
Wed. 11-12, 3-4, 5-7
Thurs. 9-10, 3-4
Fri. ALL DAY

From this schedule you and your

family can decide when you would like to see the dentist. By coming to the Union office as early as possible during the week of November 5th you can assure yourself of being able to see the dentist when you want to.

Following your examination, you will be able, if you wish, to take your X-Rays to any other dentist you may choose. If you wish to have whatever remedial work may be needed, performed by the examining dentist you will receive his normal "private patient" care at the special rates arranged for by Local 1-S.

The Dental Panel is now a regular part of the Associated Physician's Medical Group Panel which has won so much praise from so many Union members. The Doctor's group has distinguished itself for the excellent care it has provided the many patients who have used the group through the Local 1-S arrangement.

Said President Sam Kovenetsky, "We started out knowing full well that recommending a doctor was a delicate and possibly dangerous task. The doctors have all done a magnificent job, however, and all we have gotten for our recommendations has been the most grateful thanks.

"I know that our members will all want to avail themselves of the wonderful opportunity being provided by this dental survey and that thanks will again come pouring in."

HEALTH PLAN NOTE

If you plan to take a leave of absence for more than 30 days or if you leave the store and wish to continue your Health Plan coverage on a direct payment basis YOU MUST see the Local 1-S Health Plan Consultant at the Union office within 30 days from the end of the month in which you leave the store. Protect yourself — protect your family — protect your benefits. Be sure to come to the Union office on time!

Board Approves...

(Continued from page 1)

Tabled pending study by the commission groups were the following:

- straight commission departments to get percentage increase in commission rates based on dollar increase won
- fixed annual commission rate in Men's Store to eliminate seasonal fluctuations.

In arriving at these proposals the Executive Board took note of the fact that at least eight of the city's large department stores are operating on fewer than 40-hours a week. In support of the demand for fully automatic progressions and a two year arrival at maximum the Board pointed to the fact that varying progression periods and loaded job reviews create many hardships and inequities. They also noted that job reviews were formerly on a semi-annual basis and are now given once a year. As a consequence, the Board declared, many workers are denied the opportunity to reach Job Review Maximum quickly. The Union's demand would eliminate these evils.

Percentage increases in the rates paid straight commission workers would reflect the gains scored in general wage increases and would help maintain the present relationship between commission and salaried workers.

Commission employees in the Men's Store have been the victims of seasonal rates. In their peak business periods the commission rate drops as much as 50%. As a result, their weekly earnings vary considerably and personal budget planning becomes almost impossible. The Union proposes to arrive at an average annual rate of commission as a means of stabilizing the worker's income.

No Figure Set

No precise figure has yet been set for the general wage increase to be demanded. This sum will be determined by conditions prevailing at the time of negotiations.

In discussing the 1952 negotiation of inequalities, Vice President Elizabeth Hammond said, "In the past many department demands worthy of serious consideration have suffered because they have been submitted too late.

"The deadline for the submission of inequalities will be December 1st. In fairness to yourself and to the other members of Local 1-S, please do not expect the Union to accept any inequalities submitted after that date.

"We must maintain our schedule in order to properly prepare all the material to be presented to management. If you want your problem to be treated seriously you must treat it that way yourself and meet the December 1 deadline.

Limited Re-opening

The February, 1952 re-opening of the contract limits negotiations to discussion of wages, hours and inequalities. The contract committee which has been holding hearings on other aspects of the contract relative to working conditions has been working towards February 1953, at which time the entire contract expires and comes up for renegotiation.

If the 1952 contract talks cannot be resolved favorably at the bargaining table the contract provides that the demands may be submitted to an impartial arbitrator for solution.

This issue of the Local 1-S NEWS was in the mail before the members met to vote on the recommendations of the Executive Board. The next issue will discuss additions or changes voted by the membership.



Shop Stewards at Flatbush swell the total number of Local 1-S leaders who have participated in Cornell University extension school courses in grievance procedures and other useful union studies.

School Readies Stewards For More Union Victories

By Administrator JACK JAMPOLE

Our first Shop Steward class in Flatbush got off to a fine start, thanks to the full cooperation given us by the Union office and by the Extension School of Cornell University.

With eighteen Stewards participating we have discovered several things, outstanding of which is the fact that even the most experienced among us still have things to learn from a teacher who actively works as a mediator and an arbitrator.

While the Cornell course is forced to keep to a middle-of-the-road position between labor and management because it is supported by State funds, our Stewards are quick to take over the discussion and show how improved techniques can be turned to our advantage.

As one member of the class remarked, "It's all right for us to understand management's problems so long as we use that knowledge to get more for the workers. We don't have to feel sorry for the company, because there's nothing to pity them for."

The instructor, Mr. Benjamin Roberts, is placing considerable emphasis on how to recognize a grievance and how to go ahead with it once it is spotted. We know from experience that poorly written grievances are harder to win than those that clearly state the problem and the section of the contract that has been violated. We all know that we are not going to become lawyers, but we feel that we are well on our way towards being still better Shop Stewards.

Pass It Along

For the best results from a class of this kind it would be a good idea if each Steward took the responsibility for passing as much of the classroom information along

to the other members of the departments. There are still some people, for example, who do not understand the need for reporting every grievance. There are others who think that by not reporting them they are "getting in good with the boss."

The larger part of the group, however, just doesn't stop to decide whether or not a company action is a violation of the contract unless it directly involves him.

With the Christmas rush less than a month away we must be prepared for wholesale attempts at violations. The influx of Christmas temporaries who know nothing of the contract and Union rules will be a real challenge to us.

In the short time that is left we can best protect ourselves by arming our co-workers with facts and urging them to do the same with every Christmas worker that comes into their department.

Proper use of the material we get will help guarantee that this class will pay the biggest dividends we have ever earned.

PERSONALS

FOR RENT—Furnished room, Kingsbridge section, 2 windows in beautiful private home. No other roomers. Convenient to transportation. Reasonable. Gentleman with references. Phone Ext. 2597, ask Harvey.

WANTED—1½ room furnished apartment with utilities. Phone 5-6759 between 7:30 and 11 p.m.

FOR SALE—Chrome kitchen set, 10 cu. ft. Cold Wall refrigerator, TV, dining room set, bedroom set and odd pieces. All in very good condition. Call JA-6-3396.

FOR RENT—Large furnished room, West Bronx. Call JE 7-1500 evenings.

MEDICAL PLAN — for the name and address of the doctor nearest you CALL the Union Office — LA 4-9714 or Associated Physicians Medical Group — BU 8-4296 (Night or Day). Complete schedule of fees available upon request.

BLOOD BANK — If you need blood from the Blood Bank CALL Elizabeth Hammond at the Union Office — LA 4-9714.

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PERMIT NO. 1084

Grievance Roundup: Apologies And Raises Mark Union Bargaining Power

An apology and a promise that "it won't happen again" was won when CT chairman Paula Suppa filed a grievance in protest against undue criticism, insinuations regarding her truthfulness and a generally unpleasant disturbance created on the floor by an executive.

Paula requested, and obtained, permission for an extended relief period from her immediate supervisor. The next highest executive knew nothing about this, and in the course of checking the time she had been out, allowed herself an outburst that attracted the attention of everyone around her.

In protesting the unfounded accusations and the slightly hysterical scene, the grievance expressed the belief that the executive "could have used some diplomacy and not cause an open disturbance on the floor and in my division. This outburst upset me."

After hearing the company's excuses and attempts to evade as much of the responsibility as possible, Administrator Deborah Valencia replied, "the Union feels that this type of tirade is not necessary for better relations with all employees. Miss Suppa's position as chairman deserves respect."

The company's apology and promise will be delivered personally when Paula returns from her sick leave.

While the Union's statement that Job Reviews are loaded, is generally true, there are exceptional cases in which it is possible to prove to the company that a grave injustice has been done.

That was the case with Joan Marshall, in White Plains. Following her review last April Joan filed a grievance. By June the protest had gone far enough to win her a re-evaluation of her ratings. As a result, she was re-rated and won a \$2 raise retroactive to the date of the filing of the grievance.

Right after scoring that victory, Joan left for vacation, enjoying her spot in the BJB I group. The surprise and joy that followed was, as she put it, "a real tribute to the strength of the Union and the power of the contract." For on her return from vacation she was immediately interviewed, as the most senior person in her group, for promotion to Dresses.

When her seniority and ability measured up to standard she won her new job with another raise of more than \$2!

No responsible spokesman for Local 1-S has even tried to claim that all our efforts meet with immediate success.

Union protests against management distortion and violation of the seniority provisions of the contract have still not won us what we want and firmly believe

is right.

A recent case in Jamaica will illustrate the problem. The company proposed for promotion a worker whose ratings were BJB II and whose seniority was lower than that of many other proposed by the Union.

Despite the fact that four workers with better ratings and more seniority from the same group were named by the Union as being more deserving of the promotion, the company persisted in following its system of favoritism and discrimination in direct violation of the spirit, if not the letter, of the contract.

Management simply rejected the candidates offered them as "unqualified." They were unable or unwilling to be more specific as to the reasons behind their actions.

Although the opening was only a temporary one, the union fought for full enforcement of the contract, so that the right person would have the advantages of experience and higher pay.

This incident highlights the long-standing contention of the Local's leaders. Namely, that only the fullest fight for the complete enforcement of the contract will protect the individual parts of the agreement. We cannot achieve maximum success in the fight for promotions unless we, at the same time, carry on the fight against executives working etc.

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